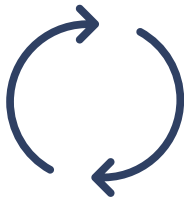


Your Solution For:



Selection



Retention



Increased Job Performance

Time & Cost



Cost:

\$45 per candidate

Time Commitment:

The assessment take approximately **25 minutes** for the applicant to complete.

Customized report for the hiring manager in 3-5 business days.

How to Get Started



Contact your **HR Business Partner** to find out more.

REASONING & DECISION-MAKING ASSESSMENT



What is it?

Hogan Assessments Inc. is the world leader in scientifically validated behavioral assessments. The **Reasoning & Decision-Making Assessment** measures candidates' ability to evaluate data, make decisions, solve problems, and avoid repeating past mistakes.

Two types of reasoning ability are evaluated in this assessment:

- **Qualitative Reasoning** is the ability to work with data visualization, logic, and verbal information to solve problems.
- **Quantitative Reasoning** is the ability to work with mathematical and spatial information to solve problems.

This assessment is ideal for any position that requires moderate to highly complex problem-solving or decision making, such as managers and executives; program specialists; engineers and scientists; attorneys; and accountants, auditors, and budget analysts.

Why does it matter?

Cognitive ability is the most accurate predictor of job success for roles that require complex problem-solving. By assessing reasoning style, you can identify candidates' problem-solving style, predict and understand their ability to process information and tasks, and identify areas for development.

REASONING & DECISION MAKING ASSESSMENT

How Does It Work?

- 1 Identify Your Top Candidates.** You conduct initial interviews and tell us who your top contenders are. Even if you are strongly leaning toward one person, we encourage assessments on at least the top two candidates.
- 2 Authorize the Assessments.** You notify your candidates they have been chosen to complete an assessment and authorize us to administer them. Your candidates will then take the online assessment within a timeframe you specify.
- 3 We Brief You on the Assessment Results.** We can immediately brief you as each candidate's results come in or after all the candidates have completed their assessments. We will help you understand how this information can be combined with other selection data (such as the Success Predictor) so you can make a well-informed hiring decision.

*We can administer the Success Predictor simultaneously with the R&DM Assessment

What Type of Jobs Are Best for This?

- Supervisors, Managers, and Executives
- Program Specialists and Analysts
- Engineers, Programmers, Scientists, Chemists, and Biologists
- Nurses, Mental Health Professionals, Psychiatric Social Workers
- Accountants, Auditors, and Budget Analysts
- Attorneys, Case Managers, Parole Agents, and Law Enforcement Officials